## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **Office of Surface Mining: OSM**

For 4th Quarter 2010 for period ending September 30, 2010

\*\*Mixed Cases are Included in this report.\*\*

	Comparative Data											
Complaint Activity	Pr	evious	ata	2010Thru09-30								
	2005	2006	2007	2008	2009	20101111ru09-30						
Number of Complaints Filed	4	6	4	1	3	4						
Number of Complainants	4	6	4	1	3	3						
Repeat Filers	0	0	0	0	0	1						

Complaints by Dasis	Comparative Data											
Complaints by Basis	Pro	evious ]	Fiscal `	Year D	ata							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru09- 30						
Race	1	1	2	0	2	3						
Color	0	0	0	0	0	0						
Religion	0	0	0	0	1	0						
Reprisal	1	1	1	1	3	1						
Sex	2	3	3	0	3	1						
National Origin	1	3	0	0	0	1						
Equal Pay Act	1	1	0	0	0	0						

Age	1	4	1	0	2	1
Disability	1	0	0	0	2	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue			Com	parativ	e Data	
Complaints by Issue	Pro	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru09- 30
Appointment/Hire	2	0	2	0	0	1
Assignment of Duties	0	0	1	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	1	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	1	1	0	1	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0

Promotion/Non-Selection		1	5		1	0	0	0
Reassignment								
Denied		0	0		0	0	0	0
Directed		0	0		0	1	0	0
Reasonable Accommodation	on	1	0		0	0	0	0
Reinstatement		0	0		0	0	0	0
Retirement		0	0		0	0	0	0
Termination		0	0		0	0	2	1
Terms/Conditions of Employment		0	0		0	0	0	0
Time and Attendance		0	0		0	0	0	0
Training		0	0		0	0	0	0
Other		1	0		0	0	1	2
			C	<b>om</b> ]	para	ative	Data	
Processing Time		Previou	s Fisca	al <b>Y</b>	/ear	Data	a	2010Thru09-
	2005	2006	200	7	20	008	2009	30
Complaints pending during	g fiscal y	year						
Average number of days in investigation	0	148.67	105.0	00	86	.33	109.00	102.00
Average number of days in final action	40.00	106.00	26.5	60	55	.50	367.00	0
Complaint pending during	fiscal y	ear wher	e heari	ing	was	requ	ested	
Average number of days in investigation	0	162.50	88.3	3		0	109.00	0
Average number of days in final action	0	0	26.5	60	38	.67	0	0
Complaint pending during	fiscal y	ear wher	e heari	ng	was	not r	equested	
Average number of days in investigation	0	121.00	155.0	00	129	9.50	0	153.00

Average number of days in final action	40.00	106.0		)	0		106.	00	367	.00	0	
						Co	mpa	arati	ve I	Data		
Complaints Dismissed   Agency	by		Pre	viou	s F	iscal	Ye	ar D	ata		2010Thru(30) 2010Thru(30) 4 9/0 0 0 0 2010Thru(30) 4 9/0 0 0 0	hru09-
rigency		200	05	200	6	2007	7 2	008	20	09	•	30
Total Complaints Dismissed Agency	d by	1		2		3		0	0		2	
Average days pending prior dismissal	: to	262		247	247 450			0		)	-	11
Comp	laints	Wit	hdr	awn	by	Cor	npla	aina	nts			
Total Complaints Withdraw Complainants	n by	0		0		2		0	(	)		0
		Comparative Data										
Total Final Agency		Previous Fiscal Year Data								2010Thru0	Γhru09-	
Actions Finding Discrimination	20	005	20	006	20	007	20	008	20	09		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discriminatio	n					Com	par	ativ	e Da	ıta		
Rendered by Basis		P	rev	ious	Fis	scal `	Yea	r Da	ta		2010	Гhrи09-
Note: Complaints can be	2	005	2	006	2	007	20	008	20	009	2010Th 30 2 -1 0 2010Th 30 # 0 0 0 2010Th 30 # 0 0 0 0 0 0 0	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0

Religion         0<
Sex         0
National Origin         0
Equal Pay Act         0         <
Age       0
Disability         0
Non-EEO         0 </td
Findings After Hearing         0
Race         0
Race         0
Color         0
Religion         0<
Reprisal         0<
Sex 0 0 0 0 0 0 0 0 0 0 0 0
National Origin
National Origin   0   0   0   0   0   0   0   0   0
Equal Pay Act 0 0 0 0 0 0 0 0 0 0 0 0
Age 0 0 0 0 0 0 0 0 0 0 0
Disability 0 0 0 0 0 0 0 0 0 0 0 0
Non-EEO 0 0 0 0 0 0 0 0 0 0 0 0
Findings Without Hearing 0 0 0 0 0 0
Race 0 0 0 0 0 0 0 0 0 0 0 0
Color 0 0 0 0 0 0 0 0 0 0 0 0
Religion 0 0 0 0 0 0 0 0 0 0 0 0
Reprisal 0 0 0 0 0 0 0 0 0 0 0 0

Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
			<u> </u>		(	Com	par	ative	Da	ıta		
Findings of Discrimination		P	revi	ious	Fis	cal Y	ear	· Dat	ta		2010	
Rendered by Issue	20	005	20	06	20	07	20	008	20	09		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												'
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

	Ι.		l .									
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
	1											

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Defined	0	0 0	0 0	0 0	0 0	0 0	0	0
				Com	parati	ve Data	ì	
Pending Complaints Filed in Previous Fiscal Years by Sta		P	revious	Fiscal `	Year D	ata	2010	Γhru09-
·		2005	2006	2007	2008	2009	2010	30
Total complaints from previous Fiscal Years	ıs	2	4	8	6	2		4
Total Complainants		1	2	6	6	2		4
Number complaints pending	5							
Investigation		0	0	0	0	0		0
ROI issued, pending Complainant's action		0	0	0	0	0		0
Hearing		0	0	3	1	1		1
Final Agency Action		0	0	0	0	0		1
Appeal with EEOC Office Federal Operations	of	0	0	0	0	0		0
				Com	parati	ve Data	ì	
Complaint Investigations		P	revious	Fiscal `	Year D	ata	2010	Γhru09-
		2005	2006	2007	2008	2009		30
Pending Complaints Where Investigations Exceed Require Time Frames	ed	0	3	0	0	0		0